

## RECRUITMENT:

1. The medical facility must provide evidence that other avenues, regionally and nationally, to secure a physician not bound by the 2-year home residence requirement have been undertaken over a period of at least the six (6) months prior to preparing/signing a contract.
2. Recruitment efforts must include regional and national print advertising stating the position available and the practice site location.
  - Copies of ads submitted must show the publication date. On-line ads must show the dates the ad was on-line.
  - Ads run at the time of or after preparation of the contract are not usable.
  - Advertising bill and payment receipts may be included.
  - Include copies of recruitment firm contracts, if applicable.
3. Documentation required, in response to national recruitment advertisements.
  - Copies of at least four (4) certified letters to medical schools.
  - Copies of CVs/resumes submitted in response to recruitment efforts.
  - Names of non-foreign physicians applying and/or interviewed and detailed justification on reasons not hired.
4. Priority hire must be given to physicians other than J-1 physicians (presumably H-1Bs) who apply for the waiver job and are qualified. The employer must show that hiring a J-1 physician is a last resort.
5. In addition to items 1, 2, 3, and 4, the sponsoring health care facility is required to publish a legal notice in their local newspaper and a state newspaper of general circulation in accordance with the following format. The Proof of Publication of this notice must be submitted with the Site Predetermination Application.

On \_\_\_\_\_, 200\_\_\_\_, (name of J-1 sponsoring facility) requested that the Mississippi Department of Health support a J-1 Visa waiver of the two-year foreign residency requirement of (physician name) in exchange for (Primary Care or Specialty Care) health services to (name of underserved area), an underserved area of the state, if approved by the U.S. Department of State.

Copies of the letter of support and/or opposition are available from the sponsoring facility, on the Mississippi Department of Health's Web Site ([www.msdh.state.ms.us](http://www.msdh.state.ms.us)), or by request from the Director, Office of Primary Care Liaison, Mississippi Department of Health, P.O.Box 1700, Jackson, MS 39215-1700. Any interested party should submit their letter to the address above by (date).